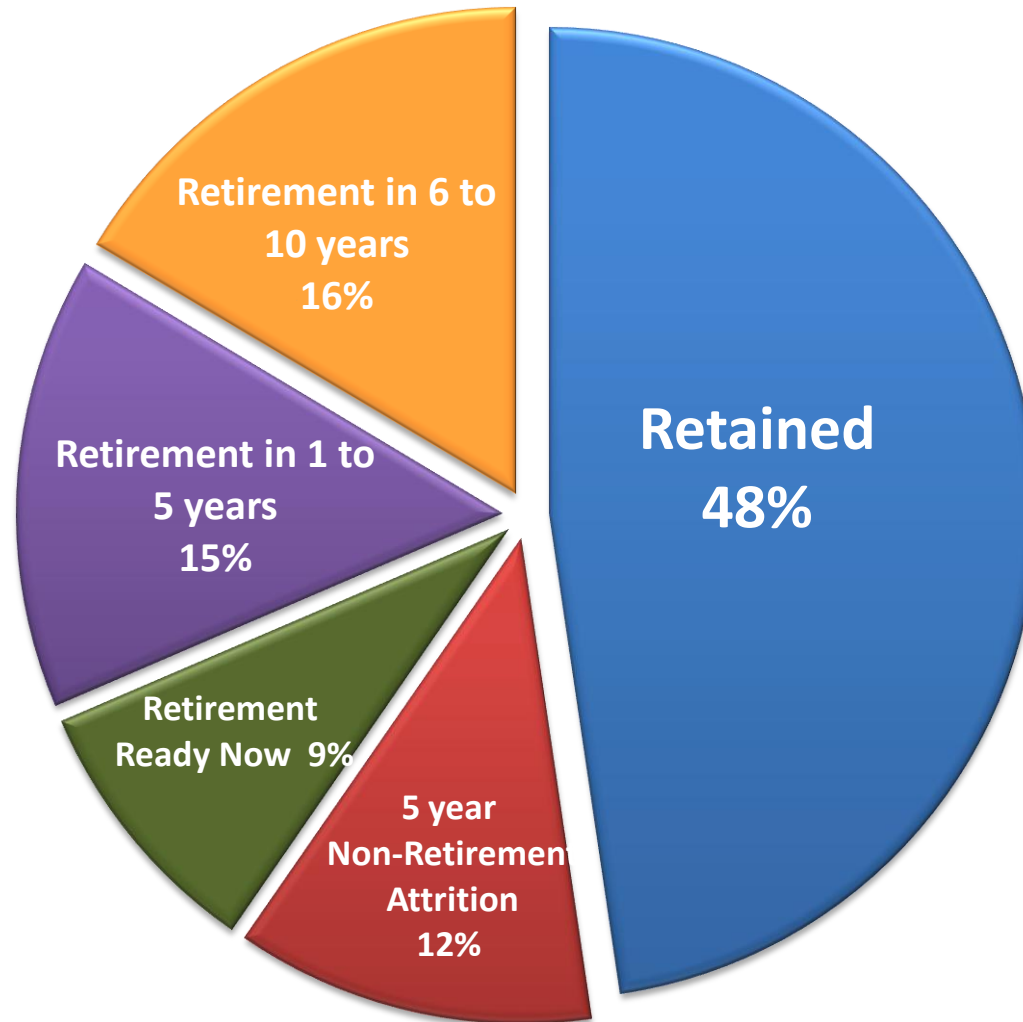
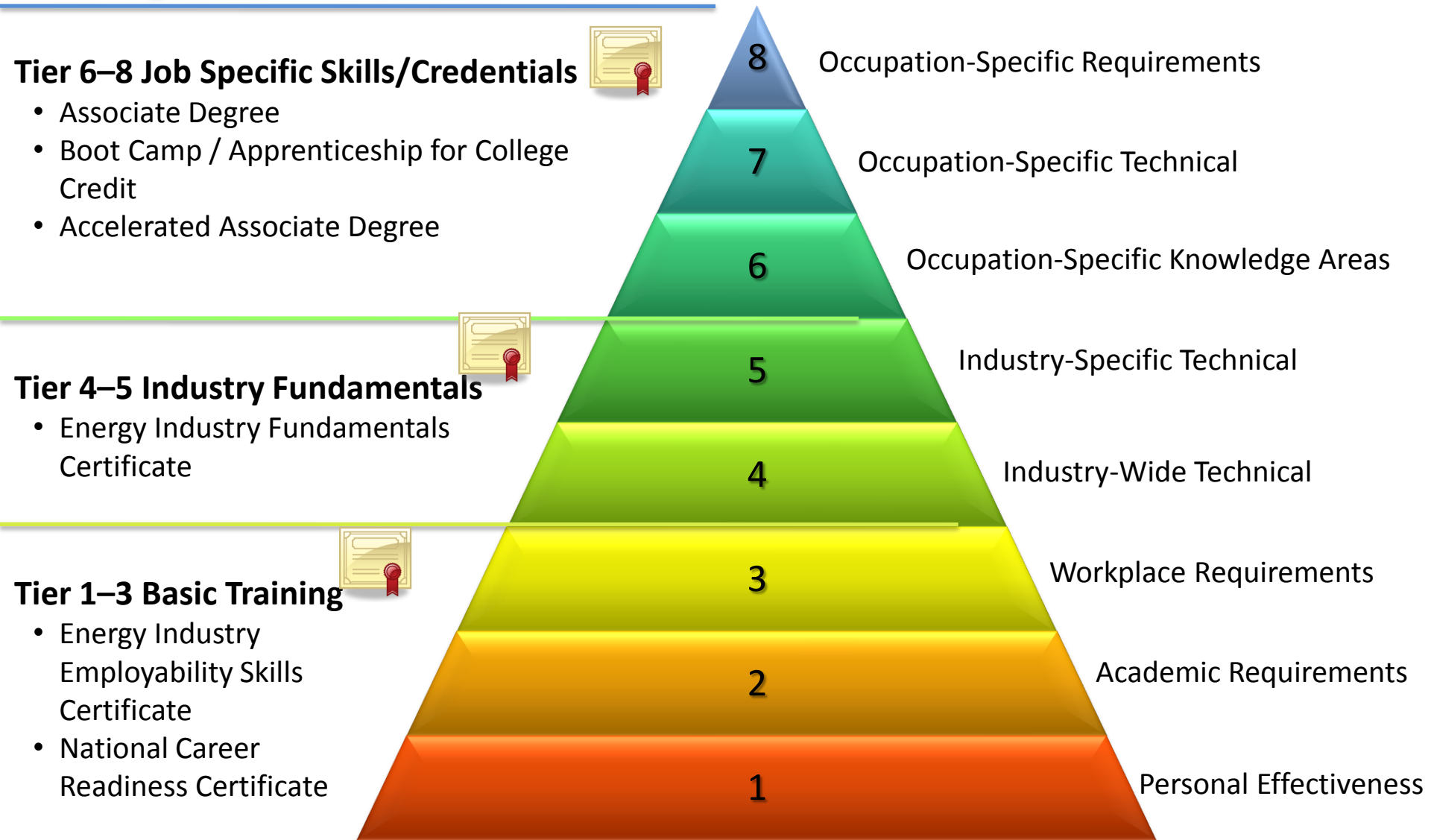


Key Jobs - Potential Replacement Impact on Retirement and Non-Retirement Attrition



52 % of skilled technicians and engineers may need to be replaced in the next 10 years



Energy Competency Tier Model for Skilled Technician Positions in Energy Efficiency, Energy Generation and Energy Transmission and Distribution